

**AMENDMENTS TO THE CLAIMS**

1. (ORIGINAL) A system for Internet based procurement of non-cataloged goods and services based upon qualified resumes, comprising:

a human resources procurement server;

an associate vendor terminal connected to said human resources procurement server;

a hiring manager terminal, connected to the human resources procurement server;

wherein the human resources procurement server receives at least one job request from said hiring manager terminal, the human resources procurement server further receives at least one qualified resume from said associate vendor terminal, and forwards said qualified resume to said hiring manager terminal for review.

2. (ORIGINAL) The system according to claim 1, wherein said hiring manager terminal receives said qualified resume and generates a request to said associate vendor terminal for an interview with said qualified resume applicant if requested by said hiring manager terminal.

3. (ORIGINAL) The system according to claim 1, wherein said human resources procurement server further comprises:

a central processing unit that controls the overall operation of said human resources procurement server;

a memory that stores a control program to operate said human resources procurement server and that temporarily stores said qualified resume;

a job database, connected to said central processing unit and to said memory, that stores said at least one job description; and

a modem, connected to the Internet and to said central processing unit, that facilitates the transfer of said qualified resume from said associate vendor terminal to said hiring manager terminal.

4. (ORIGINAL) The system according to claim 3, wherein said central processing unit restricts access of said associate vendor terminal to said job database based upon criteria submitted from said hiring manager terminal.

5. (CURRENTLY AMENDED) The system according to claim 4, wherein said criteria is selected from ~~the~~ a group of criteria[[,]] which includes said associate vendor terminal's geographic location and area of expertise.

6. (ORIGINAL) The system according to claim 1, wherein said associate vendor terminal accesses said human resources procurement server via the Internet.

7. (ORIGINAL) The system according to claim 1, wherein said hiring manager terminal accesses said human resources procurement server via the Internet.

8. (ORIGINAL) The system according to claim 2, wherein said hiring manager terminal generates a notification message to said associate vendor terminal indicating that said qualified resume applicant has been accepted for employment.

9. (ORIGINAL) The system according to claim 8 further comprising a time and billing server, connected to said human resources procurement server, that receives a plurality of time slips from said associate vendor terminal pertaining to time worked for said accepted qualified resume applicant and generates an invoice to said hiring manager terminal for payment.

10. (ORIGINAL) The system according to claim 9 further comprising a bank server, connected to said human resources procurement server and said hiring manager terminal, that receives authorization from said hiring manager terminal to pay said invoice to said human resources procurement server.

11. (ORIGINAL) A method for the Internet based procurement of non-cataloged goods or services based upon qualified resumes, comprising the steps of:

- entering a job description for a temporary employment position via the Internet;
- submitting a qualified resume of a job applicant by an associate vendor to a hiring manager for approval via the Internet;
- reviewing said qualified resume by said hiring manager; and
- generating a request for an interview if said applicant is acceptable.

12. (ORIGINAL) The method according to claim 11 further comprising the steps of:  
notifying said hiring manager of a confirmed interview;  
interviewing said job applicant for said temporary employment position; and  
notifying said associate vendor whether said job applicant is approved for  
employment.

13. (ORIGINAL) The method according to claim 11, wherein said step of entering said  
job description further includes the step of storing said job description in a job description  
database.

14. (ORIGINAL) The method according to claim 11, wherein said step of  
submitting said qualified resume further includes the steps of viewing said job description and  
requesting additional information from said hiring manager if said job description is unclear.

15. (ORIGINAL) The method according to claim 14, wherein said step of viewing said  
job description further includes the step of viewing only those job descriptions that said hiring  
manager has authorized said associate vendor to view.

16. (ORIGINAL) The method according to claim 12, further comprising the steps of:  
approving said job applicant for employment;  
requesting necessary employment information regarding said job applicant; and  
generating a purchase order for said job applicant to begin work.

17. (ORIGINAL) The method according to claim 16, further comprising the steps of:  
accepting at least one time card representing time worked on a particular job;  
generating an invoice requesting payment for said at least one time card; and  
forwarding said invoice to said hiring manager for approval and payment.

18. (ORIGINAL) The method according to claim 17, further comprising the step of  
automatically approving said invoice if said hiring manager does not respond within a  
predetermined period of time.

19. (ORIGINAL) The method according to claim 11, further comprising the steps of:  
generating a record that records the status of said job applicant; and  
viewing said record to determine the current employment status of said job applicant, the length of time job applicant has been employed at a particular position, and an applicant's availability for an interview.

20. (ORIGINAL) The method according to claim 11, further comprising the step of generating a reminder to said hiring manager if no request for an interview is received within a predetermined period of time.

21. (ORIGINAL) The method according to claim 11, wherein said step of submitting said qualified resume further includes the step of adhering to a plurality of business rules submitted by said hiring manager prior to submitting said qualified resume.

22. (CURRENTLY AMENDED) The method according to claim 21, wherein said plurality of business rules ~~may be~~ is selected from the group consisting of a minimum ~~or~~ and a maximum amount of total consecutive time a job applicant may work at a particular employer, the prohibition of hiring a previously discharged job applicant or the standard salary rate for a particular job description.

23. (NEW) A method for procurement and administrative management of non-payroll workers, the method comprising:

providing a procurement network comprising a human resources procurement server, at least one hiring manager terminal, and at least one associated vendor terminal;  
processing a competitive request-for-quote from a hiring manager terminal of the at least one hiring manager terminal;  
processing via an associate vendor terminal of the at least one associated vendor terminal a completed request for quote response;  
processing a submitted request for quote response received from the associated vendor terminal; and  
processing engagement of a non-payroll worker responsive to approval of the submitted request for quote response.

24. (NEW) The method of claim 23, wherein the step of providing a procurement network comprises utilizing data to establish a client list of approved associate vendors.

25. (NEW) The method of claim 24, wherein the data utilized comprises:  
geographic non-payroll laborer resource provision authority;  
skill set non-payroll laborer resource provision authority;  
job category non-payroll laborer resource provision authority; and  
job title non-payroll laborer resource provision authority.

26. (NEW) The method of claim 24, wherein the data utilized comprises:  
vendor-preferred tier labor resource provision level; and  
client business-unit preferred-vendor sourcing-preference list.

27. (NEW) The method of claim 23, wherein the step of processing a competitive request-for-quote comprises:  
storing a completed request for quote;  
submitting the completed request for quote; and  
broadcasting the completed request for quote

28. (NEW) The method of claim 27, wherein the step of storing the completed request for quote comprises:  
receiving a plurality of specified mandatory request for quote template variables comprising at least one of non-payroll worker assignment location, job title, job description, related job skills, assignment start date, assignment end date, estimated laborer billing rate, and anticipated labor hours; and  
determining whether mandatory request-for-quote template variable input has occurred.

29. (NEW) The method of claim 28, wherein the step of determining whether mandatory request-for-quote template variable input has occurred comprises:  
notifying a hiring manager that required request-for-quote template variable input is incomplete responsive to a determination that mandatory request-for-quote template variable input has not occurred:

providing to the hiring manager terminal a modified user interface to input missing or incorrect request-for-quote template variable information; and  
storing a completed request-for-quote responsive to a determination that mandatory request-for-quote template variable input has occurred.

30. (NEW) The method of claim 27, wherein the step of submitting the completed request for quote comprises:

determining a stored non-payroll worker request-for-quote approval status responsive to client-configured business rules;  
notifying a client of pending required approval authorization responsive to business-rules configuration;  
providing request-for-quote record access to designated client approving personnel; and  
storing request-for-quote approval disposition by the designated client personnel.

31. (NEW) The method of claim 30, wherein the step of storing the request-for-quote approval disposition comprises:

terminating the request-for-quote responsive to client approver personnel authorization rejection; and  
saving the request-for-quote to an open-jobs data collection for the purposes of competitive quote broadcasting responsive to client approver personnel authorization,

32. (NEW) The method of claim 27, wherein the step of broadcasting the request for quote comprises:

providing a list of associated vendors authorized to provide non-payroll worker resources associated with a competitive request-for-quote open job based on client configurations; and  
posting a request-for-quote open job to associated vendors authorized to provide non-payroll worker resources associated with the competitive request-for-quote open job.

33. (NEW) The method of claim 32, wherein the step of posting a request-for-quote to associated vendors comprises:

providing associated vendor personnel access to a competitive request-for-quote open job responsive to associated vendor receiving an open job posting; and  
notifying client personnel of request-for-quote open job posting to associated vendors.

34. (NEW) The method of claim 23, wherein the step of processing the completed request for quote response comprises:

processing a job-candidate record; and  
submitting the request-for-quote response.

35. (NEW) The method of claim 34, wherein the step of processing the job-candidate record comprises:

creating at least one job-candidate record comprising at least one of worker identity, applicable work eligibility, education history, professional certifications, and previous work experience;

receiving specification of job request attributes for the at least one job-candidate record comprising at least labor rates and available assignment start date; and  
storing settings related to the at least one job-candidate record.

36. (NEW) The method of claim 34, wherein the step of processing the at least one job-candidate record comprises attaching an electronic resume associated with an applicable stored job candidate record.

37. (NEW) The method of claim 34, wherein the step of processing the job-candidate record comprises validating a stored job-candidate profile and applicable resume attachment.

38. (NEW) The method of claim 37, wherein the step of validating the stored job-candidate profile comprises:

notifying a vendor user of validation failure responsive to a determination that required job-candidate profile data is incomplete or incorrect;

providing the vendor user with a modified user interface to edit job-candidate profile data;

storing a modified job-candidate record;

notifying the vendor user of validation failure responsive to a determination that the job-candidate resume attachment failed validation requirements; and

providing the vendor user with a modified user interface to attach or upload a job-candidate resume.

39. (NEW) The method of claim 34, wherein the step of submitting a request-for-quote response comprises:

posting a job-candidate profile and attached resume to a client;

wherein the job-candidate profile and attached resume are associated with an open client request-for-quote; and

notifying applicable client personnel of the received request-for-quote response.

40. (NEW) The method of claim 23, wherein the step of processing the submitted request-for-quote response comprises:

receiving at least one submitted job-candidate profile;

creating a temporary laborer master record;

screening candidate submittals;

administering interview logistics; and

selecting a qualified non-payroll worker.

41. (NEW) The method of claim 40, comprising, responsive to the step of creating a temporary laborer master record:

receiving laborer information responsive to receiving a job-candidate profile;

storing a laborer master record; and

wherein activities applicable to a temporary laborer are associated with a laborer master record.

42. (NEW) The method of claim 40, wherein the step of screening candidate submittals comprises:

validating candidate submittal qualifications;

updating a job-candidate record status responsive to the step of validating; and

responsive to candidate submittal declination, providing a declination reason.



43. (NEW) The method of claim 42, comprising, responsive to the step of updating the job-candidate record status:

- notifying a vendor of the job-candidate record status update;
- notifying an applicable client manager responsive to a job-candidate record status update to qualified; and
- providing client manager access to the job-candidate record.

44. (NEW) The method of claim 40, wherein the step of administering interview logistics comprises: receiving a determination from a client indicating whether the client desires to interview the job candidate;

- modifying a job-candidate record status to indicate whether an interview is desired by the client.

45. (NEW) The method of claim 44, comprising, responsive to the step of receiving a determination from the client indicating whether the client desires to interview the job candidate:

- notifying an applicable associate vendor of job-candidate record status modification;
- providing job-candidate interview availability responsive to modification of the job-candidate record status to indicate that an interview is desired; and
- storing job-candidate interview availability within the job-candidate record.

46. (NEW) The method of claim 45, comprising, responsive to the step of storing the job-candidate interview availability:

- notifying the client regarding job-candidate interview availability; and
- notifying the client regarding interview logistical details.

47. (NEW) The method of claim 40, comprising, responsive to the step of selecting a qualified non-payroll worker:

- receiving a determination from the client of a final job-candidate disposition;
- modifying a job-candidate record status to indicate whether the job candidate is to be assigned or declined;
- storing a final job-candidate submittal disposition status and
- notifying an applicable associate vendor of job-candidate selection disposition.

48. (NEW) The method of claim 23, wherein the step of processing engagement of a non-payroll worker comprises:

- responsive to an engagement decision, processing final pricing negotiations;
- validating non-payroll worker documentation; and
- processing a purchase order.

49. (NEW) The method of claim 48, wherein the step of processing final pricing negotiations comprises:

- notifying a vendor of job-candidate record assignment;
- finalizing non-payroll worker assignment billing rates; and
- responsive to final pricing negotiations, updating the job-candidate record.

50. (NEW) The method of claim 48, wherein the step of validating non-payroll worker documentation comprises:

- notifying a vendor of client-required non-payroll worker documentation;
- receiving from the vendor client-required non-payroll worker documentation;
- responsive to receiving the client-required non-payroll worker documentation, updating a job-candidate record to indicate engagement of the worker.

51. (NEW) The method of claim 48, wherein the step of processing the purchase order comprises:

- responsive to the job-candidate record status being updated to indicate engagement, creating an associated vendor purchase order; and
- storing the completed associated vendor purchase order.

52. (NEW) The method of claim 51, comprising, responsive to the step of storing the completed associated vendor purchase order:

- notifying a vendor of the completed purchase order;
- providing the vendor with system access to the stored purchase order; and
- uploading purchase order information to a client.

53. (NEW) The method of claim 23, comprising the step of processing worker time cards, the step of processing worker time cards comprising:

- configuring a non-payroll worker time card;
- creating a non-payroll worker time card;
- submitting the non-payroll worker time card to a client; and
- receiving from the client approval of the non-payroll worker time card.

54. (NEW) The method of claim 53, wherein the step of configuring the non-payroll worker time card comprises:

- receiving client non-payroll worker time card processing frequency specifications;
- receiving client non-payroll worker time card ancillary data-capture requirement specifications;
- receiving client non-payroll worker time card approval procedure specifications;
- and
- responsive to receiving client specifications, storing the saved settings.

55. (NEW) The method of claim 53, wherein the step of creating a non-payroll worker time card comprises:

- providing a non-payroll worker with a user interface adapted to process time cards;
- specifying a week-ending work date period applicable to the non-payroll worker time card;
- receiving time units worked by the non-payroll worker;
- wherein time card input is limited to those labor units authorized on an applicable non-payroll worker purchase order;
- receiving ancillary data as required by client configuration; and
- storing saved settings.

56. (NEW) The method of claim 55, wherein the step of storing saved settings comprises:

- validating non-payroll worker data input;
- wherein the step of validating comprises:

- checking for duplicate week-ending time-card processing;
- checking for labor-unit input quantities;
- checking for open purchase-order spend authorization;
- checking for required ancillary data capture.

57. (NEW) The method of claim 56, wherein the step of validating non-payroll worker data input comprises:

- notifying the non-payroll worker upon failed data input validation;
- providing the non-payroll worker with a user interface to modify the non-payroll worker time card;
- storing modified settings to the non-payroll worker time card; and
- notifying the non-payroll worker upon successful data input validation.

58. (NEW) The method of claim 53, wherein the step of submitting the non-payroll worker time card comprises:

- providing a user interface to submit a completed non-payroll worker time card for client review;
- notifying a client manager of the submitted non-payroll worker time card; and
- notifying an associated vendor of the submitted non-payroll worker time card.

59. (NEW) The method of claim 53, wherein the step of receiving approval of the non-payroll worker time card comprises:

- responsive to receiving a submitted non-payroll worker time card, providing a user interface adapted to approve or reject a submitted non-payroll worker time card;
- determining a non-payroll worker time card approval or rejection status; and
- storing the saved non-payroll worker time card approval-rejection status.

60. (NEW) The method of claim 59, wherein the step of storing the non-payroll worker time card approval-rejection status comprises notifying the associated vendor and the non-payroll worker of the time-card approval-rejection status.

61. (NEW) The method of claim 23, comprising processing vendor payments, the step of processing vendor payments comprising:

- configuring a billing file;
- generating an approved billing file;
- paying invoices; and
- updating data relative to the invoices.

62. (NEW) The method of claim 61, wherein the step of configuring the billing file comprises:

- receiving billing-file data-requirement specifications;
- receiving billing-file data-format specifications;
- receiving billing file data EDI format specifications;
- specifying billing file data frequency specifications; and
- responsive to receiving specifications, storing the saved settings.

63. (NEW) The method of claim 61, wherein the step of generating the approved billing file comprises:

- extracting approved non-payroll worker time-card data;
- formatting the extracted approved non-payroll worker time-card data; and
- storing a formatted extracted approved non-payroll worker time-card data billing file.

64. (NEW) The method of claim 63, wherein the step of storing the formatted extracted approved non-payroll worker time-card data billing file comprises:

- generating an EDI invoice billing file responsive to client formatting configuration; and
- submitting the generated EDI invoice billing file.

65. (NEW) The method of claim 61, wherein the step of paying the invoices comprises:

- receiving client payment-term specifications;
- receiving client EDI payment-protocol specifications;
- receiving client EDI payment-machine specifications; and
- storing the client specifications.

66. (NEW) The method of claim 61, wherein the step of paying the invoices comprises receiving payment in accordance with client specifications responsive to transmitting an EDI invoice billing file.

67. (NEW) The method of claim 61, wherein the step of paying the invoices comprises releasing payment to an associated vendor for applicable billable services responsive to receiving payment from the client.

68. (NEW) The method of claim 61, wherein the step of updating data comprises:  
storing associated vendor payment-release data responsive to associated vendor payment;  
updating associated vendor non-payroll worker assignment records to reflect labor units worked; and  
updating associated vendor non-payroll worker purchase orders to reflect monies spent.

69. (NEW) A method for requisition and procurement management of non-competitively direct-sourced temporary laborers, the method comprising:  
providing a procurement network comprising a human resources procurement server, at least one hiring manager terminal, and at least one associated vendor terminal;  
processing a direct-source purchase requisition received from a hiring manager terminal of the at least one hiring manager terminal; and  
processing a purchase order corresponding to the direct-source purchase requisition.

70. (NEW) The method of claim 69, wherein the step of providing a procurement network comprises:  
storing a list of associated vendors in anticipation of provision of temporary laborer resources; and  
storing a record of associated vendors.

71. (NEW) The method of claim 70, wherein the step of storing the list of associated vendors comprises storing client documentation requirements to qualify as an associated vendor.

72. (NEW) The method of claim 69, wherein the step of processing the direct-source purchase requisition comprises:

- receiving specification of a temporary laborer acquisition type as a directed-source or non-competitive quote;
- providing a user interface adapted to acquire and store direct-source purchase-requisition;
- validating the direct-source purchase-requisition data; and
- completing the direct-source purchase requisition.

73. (NEW) The method of claim 72, further comprising specifying direct-source purchase-requisition data comprising a plurality of purchase-requisition settings comprising at least one of non-payroll worker identity, vendor identity, assignment location, job title, job description, related job skills, assignment start date, assignment end date, temporary laborer billing rate, and anticipated assignment labor hours.

74. (NEW) The method of claim 73, wherein the step of specifying a vendor identity comprises:

- receiving a selection of a vendor from a list of established associated vendors;
- receiving specification of a new vendor identity responsive to no vendor being available for selection from the list of established associated vendors; and
- storing a vendor identity associated with the direct-source purchase requisition.

75. (NEW) The method of claim 73, wherein the step of specifying non-payroll worker identity comprises:

- receiving selection of a non-payroll worker from a list of established temporary-laborer master records;
- receiving specification of a new non-payroll worker responsive to no temporary laborer record being found in the temporary-laborer master-records list; and
- storing a non-payroll worker identifier associated with the direct-source purchase requisition.

76. (NEW) The method of claim 72, further comprising storing the direct-source purchase-requisition for data processing responsive to acquisition of input settings.

77. (NEW) The method of claim 72, wherein the step of validating the direct-source purchase-requisition data comprises performing the following responsive to receiving a submitted purchase requisition:

- creating an open job order request;
- storing the job order request;
- affiliating the stored job order request with a submitted purchase requisition; and
- storing affiliation settings.

78. (NEW) The method of claim 72, wherein the step of validating the direct-source purchase-requisition data comprises:

- receiving associated vendor qualifying documentation responsive to new vendor specification;
- updating and storing an associated vendor record responsive to receiving the vendor qualifying documentation; and
- affiliating the associated vendor record with a stored a job order request.

79. (NEW) The method of claim 72, wherein the step of validating the direct-source purchase-requisition data comprises:

- receiving temporary laborer worker qualification documentation responsive to new laborer specification;
- storing a master laborer record; and
- affiliating the master laborer record with a stored job order request.

80. (NEW) The method of claim 72, wherein the step of completing the direct-source purchase-requisition comprises approving the purchase requisition responsive to all required information components being completed and stored.



81. (NEW) The method of claim 69, wherein the step of processing the purchase order comprises:

- creating an associated vendor purchase order responsive to approval of the direct-source purchase requisition; and
- storing a completed purchase order.

82. (NEW) The method of claim 81, comprising, responsive to storing the completed purchase order:

- notifying the associated vendor of the completed purchase order;
- providing the associated vendor with access to the stored purchase order; and
- uploading the purchase order information to a financial system of the client.

83. (NEW) A method of tenure management of temporary laborers, the method comprising:

- configuring a tenure work threshold limit for non-payroll workers;
- administering a non-payroll worker master-laborer record; and
- validating a non-payroll-worker tenure duration.

84. (NEW) The method of claim 83, wherein the step of configuring the tenure work threshold comprises:

- receiving a specified non-payroll worker maximum length of uninterrupted work period for client entity;
- receiving a specified non-payroll-worker minimum length of work day separation from a client entity upon reaching a tenure work threshold period; and
- storing non-payroll-worker uninterrupted-work and separation-period threshold settings.

85. (NEW) The method of claim 83, wherein the step of administering the non-payroll-worker master-laborer record comprises:

creating a non-payroll worker master-laborer record responsive to a job-request bid response or purchase requisition;

wherein the identity of the non-payroll worker is affiliated with the master-laborer record; and

storing the non-payroll-worker master-laborer record.

86. (NEW) The method of claim 85, wherein the step of storing the non-payroll-worker master-laborer record comprises:

associating a stored non-payroll worker master laborer record with client approved work assignment; and

capturing labor data responsive to approved non-payroll worker time cards.

87. (NEW) The method of claim 83, wherein the step of validating the non-payroll-worker tenure duration comprises:

responsive to receiving an open job candidate response from an associated vendor, affiliating a non-payroll worker to a stored master laborer record;

affiliating a non-payroll worker to a stored master-laborer record responsive to receiving a directed-source purchase requisition; and

affiliating a non-payroll worker to a stored master-laborer record responsive to receiving a purchase change order request.

88. (NEW) The method of claim 87, wherein the step of validating the non-payroll worker tenure duration comprises, responsive to affiliating a non-payroll worker to a stored master-laborer record:

determining a non-payroll-worker client assignment and work period history;

determining a non-payroll worker tenure status in relation to client-configured compliance parameters; and

determining allowable assignment start and end dates applicable to the non-payroll worker.

89. (NEW) The method of claim 88, wherein the step of determining the allowable assignment start and end dates applicable to the non-payroll worker comprises:

notifying client and associate vendor personnel responsive to non-payroll-worker tenure assignment disqualification;

notifying the client and associate vendor personnel responsive to non-payroll-worker tenure assignment qualification.